

## FTR Now

# Municipal Elections 2010: Employers' Obligation to Provide Paid Time Off to Vote

**Date:** September 22, 2010

Province-wide municipal elections will be held on **October 25, 2010**, and voting hours will run from **10:00 a.m. to 8:00 p.m.** Under the *Municipal Elections Act, 1996*, all employees who are eligible to vote in the election are entitled to three consecutive hours during voting hours on election day to cast their vote. To be eligible to vote, an employee must be a Canadian citizen, be at least 18 years of age, and meet certain residency or property ownership or tenancy conditions.

Where an employee's hours of work prevent him or her from having the three consecutive voting hours required by the statute, the employee "is entitled to be absent from work for as long as is necessary to allow that amount of time". The time off is paid.

Where an employee has three consecutive hours that fall within voting hours and fall outside of his or her work hours, there is no obligation to provide paid time off from work. A couple of simple examples will illustrate this principle: